

Faculty Personnel Changes Report

ACADEMIC, RESEARCH, AND STUDENT AFFAIRS COMMITTEE AND FINANCE AND RESOURCE MANAGEMENT COMMITTEE

Period of September 25, 2022 through December 24, 2022

The Faculty Personnel Changes Report includes new appointments and adjustments in salaries for select faculty as defined by the Resolution on Delegation of Authority for Selected Faculty Personnel Actions passed by the Board in November 2020. Included in this report are teaching and research faculty in the colleges, and administrative and professional faculty that support the university including the library, extension, academic support, athletics, and administration. The report is organized by senior management area (college or vice presidential area), and includes the following faculty personnel appointments and salary adjustments from the previous quarter based on payroll period dates:

Teaching and Research Faculty		
New Appointments with Tenure or Continued Appointment	0	
New Appointments to Tenure-Track or Continued Appointment-Track	1	
Adjustments in Salary	1	
One-time payments	0	
Administrative and Professional Faculty		
New Appointments	9	
Adjustments in Salary	3	
One-time payments	17	
Research Faculty		
Adjustments in Salary	0	

Faculty Adjustments not included in the report

	Number	Average Salary	Average \$ Increase	Average % Increase	Total Increase
Teaching and Research Faculty	15	\$167,712	\$11,920	7.92%	\$178,804
Administrative and Professional Faculty	258	\$76,947	\$5,944	8.39%	\$1,533,631

Of the 258 adjustments to administrative and professional (AP) faculty, 175 (or 68 percent) were executed through the College of Agriculture and Life Sciences for retention and alignment of salaries and job duties across Cooperative Extension (Agency 229). The remaining 83 were distributed in management areas across the university.

RECOMMENDATION:

That the Board ratify the Faculty Personnel Changes Report.

March 20, 2023

Faculty Personnel Changes Report
 Period of September 25, 2022 - December 24, 2022

New Appointments

Name	Type	Title	Department	Appt Months	Effective Date	Percent Appt	Base
<u>College of Agriculture and Life Sciences</u>							
Gutter, Michael S.	AP	Associate Dean & Director of Virginia Cooperative Extension	CALS Extension	12	11/01/2022	100%	\$ 230,000
<u>College of Science</u>							
Worch, Joshua C.	T&R	Assistant Professor	Chemistry	12	11/25/2022	100%	\$ 89,000
<u>Executive Vice President & Chief Operating Officer</u>							
Jenious, Anita J.	AP	Director, Affirmative Action & EEO Compliance	Equity and Accessibility	12	12/10/2022	100%	\$ 141,000
Sebring, Amy S.	AP	Executive Vice President and Chief Operating Officer	Executive VP and Chief Operating Officer	12	11/01/2022	100%	\$ 530,000
<u>President</u>							
Augustine, Lauren M.	AP	Associate Director of Government and Community Relations	Government & Community Relations	12	11/25/2022	100%	\$ 125,000
<u>Vice President for Advancement</u>							
Berman, Logan D.	AP	Principal Gift Officer	University Development	12	09/25/2022	100%	\$ 150,000
Mills, Edward H.	AP	Principal Gift Officer	University Development	12	10/25/2022	100%	\$ 230,000
<u>Senior Vice President for Research and Innovation</u>							
Ianni, Janet L.	AP	Associate Director of Financial Management	Sponsored Programs	12	10/24/2022	100%	\$ 125,000
McCarley, Robin L.	AP	Executive Director, Fralin Life Sciences Institute	FLSI Operations	12	12/01/2022	100%	\$ 260,000
<u>Vice President for Human Resources</u>							
Fairchild, Micah A.	AP	Director of Human Resources - Student Affairs	VP-Human Resources	12	10/25/2022	100%	\$ 130,000

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Adjustments and One-time Payments

Name	Type	Title	Department	Appt Months	Effective Date	Percent Appt	Base	One-time	Reason for Current Action
<u>College of Science</u>									
Stocker, Michelle	TR	Assistant Professor	Geosciences	9	08/10/2022	100%	\$ 125,000	\$ -	
<u>Pamplin College of Business</u>									
Osborne, Mary E.	AP	Assistant Dean for Administration	Dean of Business	12	09/25/2022	100%	\$ 180,000	\$ -	
<u>President</u>									
Adair, Charles R.	AP	Head Women's Soccer Coach	Athletic Department	12	12/10/2022	100%	\$ -	\$ 5,000	Bonus
Adair, Charles R.	AP	Head Women's Soccer Coach	Athletic Department	12	11/25/2022	100%	\$ -	\$ 3,000	Bonus
Babcock, Bradley W.	AP	Director of Athletics	Athletic Department	12	12/10/2022	100%	\$ -	\$ 115,000	Bonus
Black, Alexander K.	AP	Assistant Director, Sports Medicine	Athletic Department	12	11/10/2022	100%	\$ -	\$ 3,000	Bonus
Brizendine, Michael L.	AP	Head Men's Soccer Coach	Athletic Department	12	11/25/2022	100%	\$ -	\$ 3,000	Bonus
D'Amour, Peter J.	AP	Head Coach, Softball	Athletic Department	12	09/25/2022	100%	\$ -	\$ 5,000	Bonus
Dillard, Brandon A.	AP	Associate Director, S/C Olympic Sports	Athletic Department	12	12/10/2022	100%	\$ -	\$ 1,000	Bonus
Gilbert-Lowry, Reyna A.	AP	Senior Associate AD, Inclusive Excellence & Alumni Engagement	Athletic Department	12	12/10/2022	100%	\$ -	\$ 1,500	Bonus
Griesemer, Brett P.	AP	Assistant AD, Head Football Athletic Trainer	Athletic Department	12	11/10/2022	100%	\$ -	\$ 3,000	Bonus
Gwilliam, Ford M.	AP	Assistant Coach, Women's Soccer	Athletic Department	12	12/10/2022	100%	\$ -	\$ 2,000	Bonus
Harris, Carly J.	AP	Director of Sports Nutrition	Athletic Department	12	11/10/2022	100%	\$ -	\$ 5,000	Bonus
Kopp, Andrew J.	AP	Assistant Women's Soccer Coach	Athletic Department	12	12/10/2022	100%	\$ -	\$ 2,000	Bonus
Lantz, Zachary W.	AP	Director of Creative Media	Athletic Department	12	11/10/2022	100%	\$ -	\$ 5,000	Bonus
Lewis, Shannon	AP	Executive Assistant to the Head Women's Soccer Coach	Athletic Department	12	11/10/2022	100%	\$ -	\$ 7,000	Bonus
Skiera, Kristen M.	AP	Head Coach, Women's Lacrosse	Athletic Department	12	12/10/2022	100%	\$ -	\$ 10,000	Bonus
Underwood, Casey W.	AP	Associate AD, Facility Maintenance and Capital Projects	Athletic Department	12	11/10/2022	100%	\$ -	\$ 3,000	Bonus
Young, Michael K.	AP	Head Men's Basketball Coach	Athletic Department	12	11/25/2022	100%	\$ -	\$ 500,000	Bonus
<u>Vice President for Human Resources</u>									
Cheyne, Sandee C.	AP	Assistant Vice President of Talent	VP-Human Resources	12	11/10/2022	100%	\$ 230,000	\$ -	
<u>Vice President for Information Technology</u>									
Niebanck, Gregory A.	AP	Senior Software Developer	Cyber-Range	12	9/25/2022	100%	\$ 125,000	\$ -	